

**TOWN OF ARLINGTON  
MASSACHUSETTS**

**Bid #18-25**

**INVITATION FOR BID**

**Window Screens Repair/Replacement - Hardy Elementary School**

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until **10:30 A.M., Wednesday, June 6, 2018** at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts, at which time and place in the Town Hall they will be publicly opened and read aloud.

Specifications and proposal forms will be available on the Town Website [www.arlingtonma.gov/purchasing](http://www.arlingtonma.gov/purchasing).

Attention is called to the fact that minimum wage rates and health and welfare and pension fund contributions are established for this contract and are a part of the specifications.

Work under this contract shall be governed by MGL Ch.149, Sec.44A-J.

The conditions of employment as set forth in Sections 26 to 27D and 27F of Chapter 149 of the General Laws, as amended, shall prevail in the execution of the work under this contract.

OSHA Construction Training Required: As of July 1, 2006, under M.G.L. – Chapter 30, Section 39s, any person, submitting a bid for, or signing a contract to work on the construction, reconstruction, alteration, remodeling or repair of any public work by the Commonwealth of Massachusetts/Town of Arlington and estimated by the awarding authority to cost more than \$10,000, shall certify on the bid or contract, under penalty of perjury, that all employees to be employed at the work will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is atleast 10 hours in duration.

Awarded vendor to provide a Payment bond in the amount of Fifty (50%) percent of the contract price.

**Pre-bid Site Visit will be held on Tuesday May 22, 2018 at 1:30 PM at the Hardy Elementary School, 52 Lake St., Arlington, MA. All prospective bidders are encouraged to attend.**

Bids to receive consideration must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned.

The Town Manager reserves the right to cancel any invitation for bids, to reject in whole or in part any and all bids, when it is deemed in the best interest of the Town of Arlington to do so.

TOWN OF ARLINGTON

Adam W. Chapdelaine  
Town Manager

May 15, 2018

FORM FOR GENERAL BID

Bid #18-25 Window Screens  
Repair/Replacement - Hardy Elem. School  
for the  
Town of Arlington, Massachusetts

General Contractor Name: \_\_\_\_\_

To the Awarding Authority:

A. The undersigned Bidder hereby offers and agrees to furnish all labor and materials required in performance of the Work to complete Window Screens Repair/Replacement - Hardy Elementary School for the Town of Arlington, Massachusetts, in accordance with the accompanying specifications for the contract price specified below.

B. This bid includes addenda numbered \_\_\_\_\_

C. The proposed contract price is:

\_\_\_\_\_  
\_\_\_\_\_ dollars  
(\$ \_\_\_\_\_)

E. Examined Conditions: The undersigned Bidder hereby declares that he or she has visited the site and the conditions present and has carefully examined the Contract Documents, together with all Addenda issued, received and acknowledged below, and has familiarized himself or herself with the legal requirements (federal, state, and local laws, ordinances, rules and regulations) and other conditions which may affect the cost, progress or performance of Work, and has made independent investigations, deemed necessary by the Bidder

F. The undersigned agrees that, if he is selected as general contractor, he will within 5 days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this bid and furnish a performance bond and also a labor and materials or payment bond, each of a surety company qualified to do business under the laws of the commonwealth and satisfactory to the awarding authority and each in the sum of the contract price, the premiums for which are to be paid by the general contractor and are to be included in the contract price.

G. Furnish Labor: The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards made subject to section 44A.

H. Withdraw bids: The Bidder agrees that this Bid shall be good and may not be withdrawn for a period of 30 calendar days after the scheduled closing time for receipt of bids.

I. Non-collusion: The undersigned Bidder certifies under the penalty of perjury, that he/she, and his/hers employees and agents of the Bidder, are the only persons interested in this proposal, that this proposal is made without any connection with any other person making any bid for the same work; that no person acting for, or employed by, the Awarding Authority is directly or indirectly interested in this proposal, or in any contract which be made under it, or in expected profits to arise therefrom; and without directly or indirectly influencing or attempting to influence any other person or corporation to bid or to refrain from bidding or to influence the amount of the bid of any other person or corporation; and that this proposal is made in good faith without collusion or connection with any other person bidding for the same work; and that this proposal is made with distinct reference and relation to the plans and specifications prepared for this contract and herein mentioned. The undersigned further declares that in regard to the conditions affecting the work to be done and the labor and materials needed, this proposal is based solely on their own investigation and research and not in reliance upon any representation of any employee, officer or agent of the Awarding Authority. The undersigned further certifies under the penalties of perjury that this bid is in all respect bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section twenty-nine F of chapter twenty-nine, or any other applicable debarment provision of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

J. Affidavit of eligibility to perform work in the Commonwealth of Massachusetts: The undersigned certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section 29F of Chapter 29, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated hereunder.

K. Authority Rights: The Bidder understands the Awarding Authority right to reject any and all bids, if in the public interest to do so.

L. The undersigned further certifies under penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date \_\_\_\_\_

\_\_\_\_\_  
(Name of General Bidder)

By \_\_\_\_\_  
(Title and Name of Person Signing Bid and Title)

\_\_\_\_\_  
(Business Address)

\_\_\_\_\_  
(City and State)

Ref: New Screen Frames, Supplied & Installed  
All sizes are approximate

**Hardy School**

Custom Made Extruded Aluminum Wicket & Hopper Screen Frames  
Mill Finish  
Charcoal Aluminum Screen Wire

Single sliding wicket...  
(28)- 24 x 26

Double sliding wickets...  
(46)- 36 x 26  
(3)- 22 x 50  
(71)- 42 x 26  
(3) • 48 x 24

Exterior (hopper), no wickets...  
(10)- 36 x 26

All work to be performed starting June 27, 2018 and completed no later than August 17, 2018.

Handy

# SCREEN HARDWARE

## CUSTOM MADE EXTRUDED ALUMINUM WICKET & HOPPER SCREENS ORDER FORM

Customer Name: \_\_\_\_\_ Account Number \_\_\_\_\_

Contact: \_\_\_\_\_ Phone Number \_\_\_\_\_

Quantity: \_\_\_\_\_ Cost: \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

### For Commercial & Institutional Application

Frame: 050 Gauge, 6063 T5 Aluminum Alloy

#### 1. Select Frame Profile/Color



90-531M

☐

90-509M

☐

90-497M

☐

90-530M

☐

☐ Mill

☐ Bronze

☐ White

#### 2. Select Screen Wire

☐ Bright Aluminum

☐ Charcoal Aluminum

☐ Gray Fiberglass

☐ Charcoal Fiberglass

#### 3. Select Type

☐ Single Wicket Screen  
• ☐ Hinged ☐ Sliding

Wicket Size \_\_\_\_\_ W x \_\_\_\_\_ H



☐ Hopper Screen



☐ Double Wicket Screen  
☐ Hinged ☐ Sliding

Wicket Size \_\_\_\_\_ W x \_\_\_\_\_ H



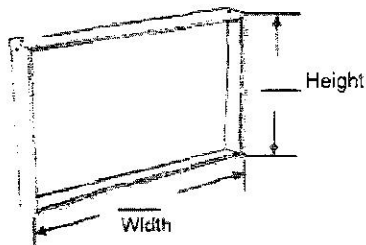
☐ Full Height Hinged  
Wicket Screen



☐ Other

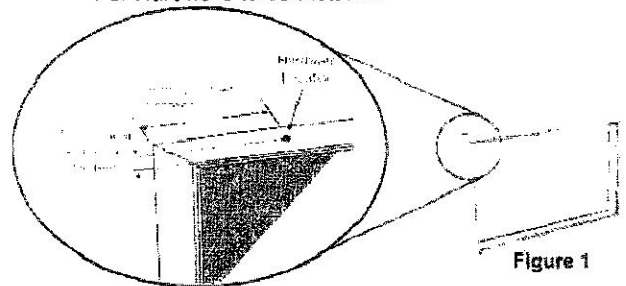
\_\_\_\_\_  
(Specify)

4. Screen Size: \_\_\_\_\_ W x \_\_\_\_\_ H



#### 6. Measuring Instructions:

For Hardware to be Installed



5. Quantity \_\_\_\_\_

#### 7. Hardware & Hardware Location:

• Hardware to be installed on \_\_\_\_\_ rail (See Figure 2) Part No \_\_\_\_\_

Location: \_\_\_\_\_ " from tip/corner of screen (See Figure 1)

\_\_\_\_\_ " in from mesh side edge of screen (See Figure 1)

• Hardware to be installed on \_\_\_\_\_ rail (See Figure 2) Part No \_\_\_\_\_

Location: \_\_\_\_\_ " from tip/corner of screen (See Figure 1)

\_\_\_\_\_ " in from mesh side edge of screen (See Figure 1)

• Hardware to be installed on \_\_\_\_\_ rail (See Figure 2) Part No \_\_\_\_\_

Location: \_\_\_\_\_ " from tip/corner of screen (See Figure 1)

\_\_\_\_\_ " in from mesh side edge of screen (See Figure 1)

• Hardware to be installed on \_\_\_\_\_ rail (See Figure 2) Part No \_\_\_\_\_

Location: \_\_\_\_\_ " from tip/corner of screen (See Figure 1)

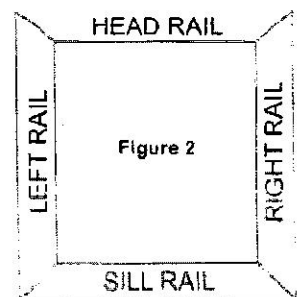
\_\_\_\_\_ " in from mesh side edge of screen (See Figure 1)



90-100NS

35-84

90-551



To view and print Weekly Payroll & Statement of Compliance Forms, click on [www.mass.gov/dols/pw](http://www.mass.gov/dols/pw).

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

\*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

\*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities must request a Prevailing Wage Schedule NOT sooner than 90-days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work.

\*For MULTI-YEAR CM AT RISK projects, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date, which is the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to procure construction scopes of work.

Apprentice wages (expressed as dollar figures) and the required benefits are listed on the Prevailing Wage Schedule. For further details, please see opinion letter PW-2010-03-03.16.10 (dated March 18, 2010) at [www.mass.gov/dols/pw](http://www.mass.gov/dols/pw).

Request Prevailing Wage Rates online at: [www.mass.gov/dols/pw](http://www.mass.gov/dols/pw).

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS, CALL 617-626-6953.

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APPROVAL/DENIAL COMMENTS



CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the  
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

ROSALIN ACOSTA  
Secretary  
WILLIAM D MCKINNEY  
Director

**Awarding Authority:** Town of Arlington  
**Contract Number:** 18-25 **City/Town:** ARLINGTON  
**Description of Work:** Supply and Install new window screen frames at the Hardy School.  
**Job Location:** 52 Lake street

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Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
	For apprentice rates see "Apprentice- PILE DRIVER"					
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.25	\$7.70	\$14.75	\$0.00	\$60.70
	06/01/2018	\$39.20	\$7.70	\$14.75	\$0.00	\$61.65
	12/01/2018	\$40.15	\$7.70	\$14.75	\$0.00	\$62.60
	06/01/2019	\$41.15	\$7.70	\$14.75	\$0.00	\$63.60
	12/01/2019	\$42.15	\$7.70	\$14.75	\$0.00	\$64.60
	06/01/2020	\$43.14	\$7.70	\$14.75	\$0.00	\$65.59
	12/01/2020	\$44.12	\$7.70	\$14.75	\$0.00	\$66.57
	06/01/2021	\$45.14	\$7.70	\$14.75	\$0.00	\$67.59
	12/01/2021	\$46.15	\$7.70	\$14.75	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.25	\$7.70	\$14.75	\$0.00	\$60.70
	06/01/2018	\$39.20	\$7.70	\$14.75	\$0.00	\$61.65
	12/01/2018	\$40.15	\$7.70	\$14.75	\$0.00	\$62.60
	06/01/2019	\$41.15	\$7.70	\$14.75	\$0.00	\$63.60
	12/01/2019	\$42.15	\$7.70	\$14.75	\$0.00	\$64.60
	06/01/2020	\$43.14	\$7.70	\$14.75	\$0.00	\$65.59
	12/01/2020	\$44.12	\$7.70	\$14.75	\$0.00	\$66.57
	06/01/2021	\$45.14	\$7.70	\$14.75	\$0.00	\$67.59
	12/01/2021	\$46.15	\$7.70	\$14.75	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	02/01/2018	\$52.06	\$10.75	\$20.03	\$0.00	\$82.84
	08/01/2018	\$53.41	\$10.75	\$20.16	\$0.00	\$84.32
	02/01/2019	\$54.05	\$10.75	\$20.16	\$0.00	\$84.96
	08/01/2019	\$55.40	\$10.75	\$20.30	\$0.00	\$86.45
	02/01/2020	\$56.04	\$10.75	\$20.30	\$0.00	\$87.09
	08/01/2020	\$57.39	\$10.75	\$20.45	\$0.00	\$88.59
	02/01/2021	\$58.03	\$10.75	\$20.45	\$0.00	\$89.23
	08/01/2021	\$59.43	\$10.75	\$20.61	\$0.00	\$90.79
	02/01/2022	\$60.02	\$10.75	\$20.61	\$0.00	\$91.38

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston**

**Effective Date -** 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$10.75	\$20.03	\$0.00	\$56.81
2	60	\$31.24	\$10.75	\$20.03	\$0.00	\$62.02
3	70	\$36.44	\$10.75	\$20.03	\$0.00	\$67.22
4	80	\$41.65	\$10.75	\$20.03	\$0.00	\$72.43
5	90	\$46.85	\$10.75	\$20.03	\$0.00	\$77.63

**Effective Date -** 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.71	\$10.75	\$20.16	\$0.00	\$57.62
2	60	\$32.05	\$10.75	\$20.16	\$0.00	\$62.96
3	70	\$37.39	\$10.75	\$20.16	\$0.00	\$68.30
4	80	\$42.73	\$10.75	\$20.16	\$0.00	\$73.64
5	90	\$48.07	\$10.75	\$20.16	\$0.00	\$78.98

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$38.60	\$7.70	\$14.95	\$0.00	\$61.25
	06/01/2018	\$39.55	\$7.70	\$14.95	\$0.00	\$62.20
	12/01/2018	\$40.50	\$7.70	\$14.95	\$0.00	\$63.15
	06/01/2019	\$41.50	\$7.70	\$14.95	\$0.00	\$64.15
	12/01/2019	\$42.50	\$7.70	\$14.95	\$0.00	\$65.15
	06/01/2020	\$43.49	\$7.70	\$14.95	\$0.00	\$66.14
	12/01/2020	\$44.47	\$7.70	\$14.95	\$0.00	\$67.12
	06/01/2021	\$45.49	\$7.70	\$14.95	\$0.00	\$68.14
	12/01/2021	\$46.50	\$7.70	\$14.95	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2018	\$40.28	\$9.90	\$17.50	\$0.00	\$67.68
	09/01/2018	\$41.32	\$9.90	\$17.50	\$0.00	\$68.72
	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - CARPENTER - Zone 2 Eastern MA**
**Effective Date - 03/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.14	\$9.90	\$1.73	\$0.00	\$31.77
2	60	\$24.17	\$9.90	\$1.73	\$0.00	\$35.80
3	70	\$28.20	\$9.90	\$12.31	\$0.00	\$50.41
4	75	\$30.21	\$9.90	\$12.31	\$0.00	\$52.42
5	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
6	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
7	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92
8	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92

**Effective Date - 09/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.66	\$9.90	\$1.73	\$0.00	\$32.29
2	60	\$24.79	\$9.90	\$1.73	\$0.00	\$36.42
3	70	\$28.92	\$9.90	\$12.31	\$0.00	\$51.13
4	75	\$30.99	\$9.90	\$12.31	\$0.00	\$53.20
5	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00
6	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00
7	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86
8	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$29.76/ 3&4 \$35.45/ 5&6 \$52.14/ 7&8 \$57.89

**Apprentice to Journeyworker Ratio:1:5**

CARPENTER WOOD FRAME	04/01/2018	\$26.67	\$7.07	\$7.86	\$0.00	\$41.60
CARPENTERS -ZONE 2 (Wood Frame)	10/01/2018	\$27.09	\$7.07	\$7.86	\$0.00	\$42.02
	04/01/2019	\$27.52	\$7.07	\$7.86	\$0.00	\$42.45
	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88

As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - CARPENTER (Wood Frame) - Zone 2****Effective Date -** 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
2	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
3	65	\$17.34	\$7.07	\$7.86	\$0.00	\$32.27
4	70	\$18.67	\$7.07	\$7.86	\$0.00	\$33.60
5	75	\$20.00	\$7.07	\$7.86	\$0.00	\$34.93
6	80	\$21.34	\$7.07	\$7.86	\$0.00	\$36.27
7	85	\$22.67	\$7.07	\$7.86	\$0.00	\$37.60
8	90	\$24.00	\$7.07	\$7.86	\$0.00	\$38.93

**Effective Date -** 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
2	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
3	65	\$17.61	\$7.07	\$7.86	\$0.00	\$32.54
4	70	\$18.96	\$7.07	\$7.86	\$0.00	\$33.89
5	75	\$20.32	\$7.07	\$7.86	\$0.00	\$35.25
6	80	\$21.67	\$7.07	\$7.86	\$0.00	\$36.60
7	85	\$23.03	\$7.07	\$7.86	\$0.00	\$37.96
8	90	\$24.38	\$7.07	\$7.86	\$0.00	\$39.31

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$19.07/ 3&4 \$26.49/ 5&6 \$33.60/ 7&8 \$36.27

**Apprentice to Journeyworker Ratio:1:5**

CARPENTER WOOD FRAME (All Other Work)	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
<i>CARPENTERS -ZONE 2 (Wood Frame)</i>						

CEMENT MASONRY/PLASTERING	01/01/2018	\$46.02	\$12.35	\$22.41	\$0.30	\$81.08
<i>BRICKLAYERS LOCAL 3 (BOSTON)</i>						
	07/01/2018	\$47.41	\$12.35	\$22.41	\$0.30	\$82.47
	01/01/2019	\$48.15	\$12.35	\$22.41	\$0.30	\$83.21
	07/01/2019	\$49.54	\$12.35	\$22.41	\$0.30	\$84.60
	01/01/2020	\$50.29	\$12.35	\$22.41	\$0.30	\$85.35

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)**
**Effective Date - 01/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.01	\$12.35	\$15.41	\$0.00	\$50.77
2	60	\$27.61	\$12.35	\$17.41	\$0.30	\$57.67
3	65	\$29.91	\$12.35	\$18.41	\$0.30	\$60.97
4	70	\$32.21	\$12.35	\$19.41	\$0.30	\$64.27
5	75	\$34.52	\$12.35	\$20.41	\$0.30	\$67.58
6	80	\$36.82	\$12.35	\$21.41	\$0.30	\$70.88
7	90	\$41.42	\$12.35	\$22.41	\$0.30	\$76.48

**Effective Date - 07/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$12.35	\$15.41	\$0.00	\$51.47
2	60	\$28.45	\$12.35	\$17.41	\$0.30	\$58.51
3	65	\$30.82	\$12.35	\$18.41	\$0.30	\$61.88
4	70	\$33.19	\$12.35	\$19.41	\$0.30	\$65.25
5	75	\$35.56	\$12.35	\$20.41	\$0.30	\$68.62
6	80	\$37.93	\$12.35	\$21.41	\$0.30	\$71.99
7	90	\$42.67	\$12.35	\$22.41	\$0.30	\$77.73

**Notes:**

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

**Apprentice to Journeyworker Ratio:1:3**

CHAIN SAW OPERATOR	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
LABORERS - ZONE 1	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2017	\$47.63	\$10.50	\$15.50	\$0.00	\$73.63
OPERATING ENGINEERS LOCAL 4						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
OPERATING ENGINEERS LOCAL 4						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE)	01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
<i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2018	\$50.76	\$8.10	\$19.55	\$0.00	\$78.41
	01/01/2019	\$51.86	\$8.10	\$19.55	\$0.00	\$79.51
	07/01/2019	\$52.96	\$8.10	\$19.55	\$0.00	\$80.61
	01/01/2020	\$54.06	\$8.10	\$19.55	\$0.00	\$81.71
	07/01/2020	\$55.16	\$8.10	\$19.55	\$0.00	\$82.81
	01/01/2021	\$56.26	\$8.10	\$19.55	\$0.00	\$83.91

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date -** 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.83	\$8.10	\$0.00	\$0.00	\$32.93
2	55	\$27.31	\$8.10	\$5.06	\$0.00	\$40.47
3	60	\$29.80	\$8.10	\$5.52	\$0.00	\$43.42
4	65	\$32.28	\$8.10	\$5.98	\$0.00	\$46.36
5	70	\$34.76	\$8.10	\$16.79	\$0.00	\$59.65
6	75	\$37.25	\$8.10	\$17.25	\$0.00	\$62.60
7	80	\$39.73	\$8.10	\$17.71	\$0.00	\$65.54
8	90	\$44.69	\$8.10	\$18.63	\$0.00	\$71.42

**Effective Date -** 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$8.10	\$0.00	\$0.00	\$33.48
2	55	\$27.92	\$8.10	\$5.06	\$0.00	\$41.08
3	60	\$30.46	\$8.10	\$5.52	\$0.00	\$44.08
4	65	\$32.99	\$8.10	\$5.98	\$0.00	\$47.07
5	70	\$35.53	\$8.10	\$16.79	\$0.00	\$60.42
6	75	\$38.07	\$8.10	\$17.25	\$0.00	\$63.42
7	80	\$40.61	\$8.10	\$17.71	\$0.00	\$66.42
8	90	\$45.68	\$8.10	\$18.63	\$0.00	\$72.41

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

DEMO: ADZEMAN	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
<i>LABORERS - ZONE 1</i>	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
<i>LABORERS - ZONE 1</i>	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
LABORERS - ZONE 1	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
LABORERS - ZONE 1	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
LABORERS - ZONE 1	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
LABORERS - ZONE 1	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
OPERATING ENGINEERS LOCAL 4						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT)	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT)	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
ELECTRICIANS LOCAL 103	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
<i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

**Apprentice - *ELECTRICIAN - Local 103***

**Effective Date - 03/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
2	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
3	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
4	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
5	50	\$25.08	\$13.00	\$13.99	\$0.00	\$52.07
6	55	\$27.58	\$13.00	\$14.38	\$0.00	\$54.96
7	60	\$30.09	\$13.00	\$14.76	\$0.00	\$57.85
8	65	\$32.60	\$13.00	\$15.15	\$0.00	\$60.75
9	70	\$35.11	\$13.00	\$15.53	\$0.00	\$63.64
10	75	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54

**Effective Date - 09/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.54	\$13.00	\$0.62	\$0.00	\$34.16
2	40	\$20.54	\$13.00	\$0.62	\$0.00	\$34.16
3	45	\$23.10	\$13.00	\$13.62	\$0.00	\$49.72
4	45	\$23.10	\$13.00	\$13.62	\$0.00	\$49.72
5	50	\$25.67	\$13.00	\$14.01	\$0.00	\$52.68
6	55	\$28.24	\$13.00	\$14.40	\$0.00	\$55.64
7	60	\$30.80	\$13.00	\$14.78	\$0.00	\$58.58
8	65	\$33.37	\$13.00	\$15.17	\$0.00	\$61.54
9	70	\$35.94	\$13.00	\$15.56	\$0.00	\$64.50
10	75	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47

**Notes: :**

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

**Apprentice to Journeyworker Ratio:2:3\*\*\***

ELEVATOR CONSTRUCTOR	01/01/2018	\$57.62	\$15.43	\$16.61	\$0.00	\$89.66
<i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - ELEVATOR CONSTRUCTOR - Local 4**

**Effective Date - 01/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.81	\$15.43	\$0.00	\$0.00	\$44.24
2	55	\$31.69	\$15.43	\$16.61	\$0.00	\$63.73
3	65	\$37.45	\$15.43	\$16.61	\$0.00	\$69.49
4	70	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
5	80	\$46.10	\$15.43	\$16.61	\$0.00	\$78.14

**Effective Date - 01/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.74	\$15.58	\$0.00	\$0.00	\$45.32
2	55	\$32.71	\$15.58	\$17.51	\$0.00	\$65.80
3	65	\$38.66	\$15.58	\$17.51	\$0.00	\$71.75
4	70	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
5	80	\$47.58	\$15.58	\$17.51	\$0.00	\$80.67

**Notes:**

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

**Apprentice to Journeyworker Ratio:1:1**

ELEVATOR CONSTRUCTOR HELPER	01/01/2018	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
LABORERS - ZONE 1	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	05/01/2018	\$42.84	\$10.50	\$15.50	\$0.00	\$68.84
OPERATING ENGINEERS LOCAL 4	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	05/01/2018	\$44.31	\$10.50	\$15.50	\$0.00	\$70.31
OPERATING ENGINEERS LOCAL 4	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2018	\$22.51	\$10.50	\$15.50	\$0.00	\$48.51
OPERATING ENGINEERS LOCAL 4	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i> <i>LOCAL 103</i>	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$38.57	\$10.50	\$15.50	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	12/01/2017	\$21.50	\$7.70	\$14.75	\$0.00	\$43.95
	06/01/2018	\$21.50	\$7.70	\$14.75	\$0.00	\$43.95
	12/01/2018	\$22.50	\$7.70	\$14.75	\$0.00	\$44.95
	06/01/2019	\$22.50	\$7.70	\$14.75	\$0.00	\$44.95
	12/01/2019	\$23.50	\$7.70	\$14.75	\$0.00	\$45.95
	06/01/2020	\$23.50	\$7.70	\$14.75	\$0.00	\$45.95
	12/01/2020	\$24.50	\$7.70	\$14.75	\$0.00	\$46.95
	06/01/2021	\$24.50	\$7.70	\$14.75	\$0.00	\$46.95
	12/01/2021	\$24.50	\$7.70	\$14.75	\$0.00	\$46.95
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

**Apprentice - FLOORCOVERER - Local 2168 Zone 1**

**Effective Date -** 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65	\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85	\$35.81	\$9.80	\$15.83	\$0.00	\$61.44

**Notes:** Steps are 750 hrs.  
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
Step 1&2 \$30.55/ 3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

**Apprentice to Journeyworker Ratio:1:1**

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2018	\$39.16	\$8.10	\$19.55	\$0.00	\$66.81
	07/01/2018	\$40.26	\$8.10	\$19.55	\$0.00	\$67.91
	01/01/2019	\$41.36	\$8.10	\$19.55	\$0.00	\$69.01
	07/01/2019	\$42.46	\$8.10	\$19.55	\$0.00	\$70.11
	01/01/2020	\$43.56	\$8.10	\$19.55	\$0.00	\$71.21
	07/01/2020	\$44.66	\$8.10	\$19.55	\$0.00	\$72.31
	01/01/2021	\$45.76	\$8.10	\$19.55	\$0.00	\$73.41

**Apprentice - GLAZIER - Local 35 Zone 2**

**Effective Date -** 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.58	\$8.10	\$0.00	\$0.00	\$27.68
2	55	\$21.54	\$8.10	\$5.06	\$0.00	\$34.70
3	60	\$23.50	\$8.10	\$5.52	\$0.00	\$37.12
4	65	\$25.45	\$8.10	\$5.98	\$0.00	\$39.53
5	70	\$27.41	\$8.10	\$16.79	\$0.00	\$52.30
6	75	\$29.37	\$8.10	\$17.25	\$0.00	\$54.72
7	80	\$31.33	\$8.10	\$17.71	\$0.00	\$57.14
8	90	\$35.24	\$8.10	\$18.63	\$0.00	\$61.97

**Effective Date -** 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.13	\$8.10	\$0.00	\$0.00	\$28.23
2	55	\$22.14	\$8.10	\$5.06	\$0.00	\$35.30
3	60	\$24.16	\$8.10	\$5.52	\$0.00	\$37.78
4	65	\$26.17	\$8.10	\$5.98	\$0.00	\$40.25
5	70	\$28.18	\$8.10	\$16.79	\$0.00	\$53.07
6	75	\$30.20	\$8.10	\$17.25	\$0.00	\$55.55
7	80	\$32.21	\$8.10	\$17.71	\$0.00	\$58.02
8	90	\$36.23	\$8.10	\$18.63	\$0.00	\$62.96

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - OPERATING ENGINEERS - Local 4</b>						
<b>Effective Date - 12/01/2017</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.65	\$10.50	\$0.00	\$0.00	\$36.15
2	60	\$27.98	\$10.50	\$15.50	\$0.00	\$53.98
3	65	\$30.31	\$10.50	\$15.50	\$0.00	\$56.31
4	70	\$32.64	\$10.50	\$15.50	\$0.00	\$58.64
5	75	\$34.97	\$10.50	\$15.50	\$0.00	\$60.97
6	80	\$37.30	\$10.50	\$15.50	\$0.00	\$63.30
7	85	\$39.64	\$10.50	\$15.50	\$0.00	\$65.64
8	90	\$41.97	\$10.50	\$15.50	\$0.00	\$67.97
<b>Notes:</b>						
<b>Apprentice to Journeyworker Ratio:1:6</b>						
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.25	\$7.70	\$14.75	\$0.00	\$60.70
	06/01/2018	\$39.20	\$7.70	\$14.75	\$0.00	\$61.65
	12/01/2018	\$40.15	\$7.70	\$14.75	\$0.00	\$62.60
	06/01/2019	\$41.15	\$7.70	\$14.75	\$0.00	\$63.60
	12/01/2019	\$42.15	\$7.70	\$14.75	\$0.00	\$64.60
	06/01/2020	\$43.14	\$7.70	\$14.75	\$0.00	\$65.59
	12/01/2020	\$44.12	\$7.70	\$14.75	\$0.00	\$66.57
	06/01/2021	\$45.14	\$7.70	\$14.75	\$0.00	\$67.59
	12/01/2021	\$46.15	\$7.70	\$14.75	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
	09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston**
**Effective Date - 09/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$11.75	\$10.45	\$0.00	\$45.75
2	60	\$28.25	\$11.75	\$11.20	\$0.00	\$51.20
3	70	\$32.96	\$11.75	\$11.95	\$0.00	\$56.66
4	80	\$37.67	\$11.75	\$12.70	\$0.00	\$62.12

**Effective Date - 09/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$11.75	\$10.45	\$0.00	\$46.87
2	60	\$29.60	\$11.75	\$11.20	\$0.00	\$52.55
3	70	\$34.54	\$11.75	\$11.95	\$0.00	\$58.24
4	80	\$39.47	\$11.75	\$12.70	\$0.00	\$63.92

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4**

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2017	\$44.65	\$7.80	\$20.85	\$0.00	\$73.30
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**Apprentice - IRONWORKER - Local 7 Boston**
**Effective Date - 03/16/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.79	\$7.80	\$20.85	\$0.00	\$55.44
2	70	\$31.26	\$7.80	\$20.85	\$0.00	\$59.91
3	75	\$33.49	\$7.80	\$20.85	\$0.00	\$62.14
4	80	\$35.72	\$7.80	\$20.85	\$0.00	\$64.37
5	85	\$37.95	\$7.80	\$20.85	\$0.00	\$66.60
6	90	\$40.19	\$7.80	\$20.85	\$0.00	\$68.84

**Notes:**

\*\* Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:\*\***

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE I	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
LABORERS - ZONE 1	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85

**Apprentice - LABORER - Zone 1**

**Effective Date - 12/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.50	\$7.70	\$14.75	\$0.00	\$44.95
2	70	\$26.25	\$7.70	\$14.75	\$0.00	\$48.70
3	80	\$30.00	\$7.70	\$14.75	\$0.00	\$52.45
4	90	\$33.75	\$7.70	\$14.75	\$0.00	\$56.20

**Effective Date - 06/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.07	\$7.70	\$14.75	\$0.00	\$45.52
2	70	\$26.92	\$7.70	\$14.75	\$0.00	\$49.37
3	80	\$30.76	\$7.70	\$14.75	\$0.00	\$53.21
4	90	\$34.61	\$7.70	\$14.75	\$0.00	\$57.06

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

LABORER: CARPENTER TENDER	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
LABORERS - ZONE 1	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
LABORERS - ZONE 1	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

MARBLE & TILE FINISHERS	02/01/2018	\$39.82	\$10.75	\$18.34	\$0.00	\$68.91
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2018	\$40.90	\$10.75	\$18.47	\$0.00	\$70.12
	02/01/2019	\$41.41	\$10.75	\$18.47	\$0.00	\$70.63
	08/01/2019	\$42.49	\$10.75	\$18.61	\$0.00	\$71.85
	02/01/2020	\$43.00	\$10.75	\$18.61	\$0.00	\$72.36
	08/01/2020	\$44.08	\$10.75	\$18.76	\$0.00	\$73.59
	02/01/2021	\$44.59	\$10.75	\$18.76	\$0.00	\$74.10
	08/01/2021	\$45.71	\$10.75	\$18.92	\$0.00	\$75.38
	02/01/2022	\$46.18	\$10.75	\$18.92	\$0.00	\$75.85

#### Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$10.75	\$18.34	\$0.00	\$49.00
2	60	\$23.89	\$10.75	\$18.34	\$0.00	\$52.98
3	70	\$27.87	\$10.75	\$18.34	\$0.00	\$56.96
4	80	\$31.86	\$10.75	\$18.34	\$0.00	\$60.95
5	90	\$35.84	\$10.75	\$18.34	\$0.00	\$64.93

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.45	\$10.75	\$18.47	\$0.00	\$49.67
2	60	\$24.54	\$10.75	\$18.47	\$0.00	\$53.76
3	70	\$28.63	\$10.75	\$18.47	\$0.00	\$57.85
4	80	\$32.72	\$10.75	\$18.47	\$0.00	\$61.94
5	90	\$36.81	\$10.75	\$18.47	\$0.00	\$66.03

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
	08/01/2018	\$53.45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20.45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

**Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**

**Effective Date -** 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83
2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04
3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25
4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46
5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67

**Effective Date -** 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.73	\$10.75	\$20.16	\$0.00	\$57.64
2	60	\$32.07	\$10.75	\$20.16	\$0.00	\$62.98
3	70	\$37.42	\$10.75	\$20.16	\$0.00	\$68.33
4	80	\$42.76	\$10.75	\$20.16	\$0.00	\$73.67
5	90	\$48.11	\$10.75	\$20.16	\$0.00	\$79.02

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	04/01/2018	\$40.42	\$9.90	\$18.50	\$0.00	\$68.82
	10/01/2018	\$41.32	\$9.90	\$18.50	\$0.00	\$69.72
	04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - MILLWRIGHT - Local 1121 Zone 1**

**Effective Date -** 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.23	\$9.90	\$5.31	\$0.00	\$37.44
2	65	\$26.27	\$9.90	\$15.13	\$0.00	\$51.30
3	75	\$30.32	\$9.90	\$16.10	\$0.00	\$56.32
4	85	\$34.36	\$9.90	\$17.06	\$0.00	\$61.32

**Notes:**

Steps are 2,000 hours

**Apprentice to Journeyworker Ratio:1:5**

MORTAR MIXER LABORERS - ZONE 1	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$23.24	\$10.50	\$15.50	\$0.00	\$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$27.40	\$10.50	\$15.50	\$0.00	\$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
	07/01/2018	\$50.76	\$8.10	\$19.55	\$0.00	\$78.41
	01/01/2019	\$51.86	\$8.10	\$19.55	\$0.00	\$79.51
	07/01/2019	\$52.96	\$8.10	\$19.55	\$0.00	\$80.61
	01/01/2020	\$54.06	\$8.10	\$19.55	\$0.00	\$81.71
	07/01/2020	\$55.16	\$8.10	\$19.55	\$0.00	\$82.81
	01/01/2021	\$56.26	\$8.10	\$19.55	\$0.00	\$83.91

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**
**Effective Date - 01/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.83	\$8.10	\$0.00	\$0.00	\$32.93
2	55	\$27.31	\$8.10	\$5.06	\$0.00	\$40.47
3	60	\$29.80	\$8.10	\$5.52	\$0.00	\$43.42
4	65	\$32.28	\$8.10	\$5.98	\$0.00	\$46.36
5	70	\$34.76	\$8.10	\$16.79	\$0.00	\$59.65
6	75	\$37.25	\$8.10	\$17.25	\$0.00	\$62.60
7	80	\$39.73	\$8.10	\$17.71	\$0.00	\$65.54
8	90	\$44.69	\$8.10	\$18.63	\$0.00	\$71.42

**Effective Date - 07/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$8.10	\$0.00	\$0.00	\$33.48
2	55	\$27.92	\$8.10	\$5.06	\$0.00	\$41.08
3	60	\$30.46	\$8.10	\$5.52	\$0.00	\$44.08
4	65	\$32.99	\$8.10	\$5.98	\$0.00	\$47.07
5	70	\$35.53	\$8.10	\$16.79	\$0.00	\$60.42
6	75	\$38.07	\$8.10	\$17.25	\$0.00	\$63.42
7	80	\$40.61	\$8.10	\$17.71	\$0.00	\$66.42
8	90	\$45.68	\$8.10	\$18.63	\$0.00	\$72.41

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, NEW) \*

 \* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

01/01/2018	\$40.56	\$8.10	\$19.55	\$0.00	\$68.21
07/01/2018	\$41.66	\$8.10	\$19.55	\$0.00	\$69.31
01/01/2019	\$42.76	\$8.10	\$19.55	\$0.00	\$70.41
07/01/2019	\$43.86	\$8.10	\$19.55	\$0.00	\$71.51
01/01/2020	\$44.96	\$8.10	\$19.55	\$0.00	\$72.61
07/01/2020	\$46.06	\$8.10	\$19.55	\$0.00	\$73.71
01/01/2021	\$47.16	\$8.10	\$19.55	\$0.00	\$74.81

**Classification**

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New**
**Effective Date - 01/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.28	\$8.10	\$0.00	\$0.00	\$28.38
2	55	\$22.31	\$8.10	\$5.06	\$0.00	\$35.47
3	60	\$24.34	\$8.10	\$5.52	\$0.00	\$37.96
4	65	\$26.36	\$8.10	\$5.98	\$0.00	\$40.44
5	70	\$28.39	\$8.10	\$16.79	\$0.00	\$53.28
6	75	\$30.42	\$8.10	\$17.25	\$0.00	\$55.77
7	80	\$32.45	\$8.10	\$17.71	\$0.00	\$58.26
8	90	\$36.50	\$8.10	\$18.63	\$0.00	\$63.23

**Effective Date - 07/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.83	\$8.10	\$0.00	\$0.00	\$28.93
2	55	\$22.91	\$8.10	\$5.06	\$0.00	\$36.07
3	60	\$25.00	\$8.10	\$5.52	\$0.00	\$38.62
4	65	\$27.08	\$8.10	\$5.98	\$0.00	\$41.16
5	70	\$29.16	\$8.10	\$16.79	\$0.00	\$54.05
6	75	\$31.25	\$8.10	\$17.25	\$0.00	\$56.60
7	80	\$33.33	\$8.10	\$17.71	\$0.00	\$59.14
8	90	\$37.49	\$8.10	\$18.63	\$0.00	\$64.22

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2018	\$38.62	\$8.10	\$19.55	\$0.00	\$66.27
PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$39.72	\$8.10	\$19.55	\$0.00	\$67.37
	01/01/2019	\$40.82	\$8.10	\$19.55	\$0.00	\$68.47
	07/01/2019	\$41.92	\$8.10	\$19.55	\$0.00	\$69.57
	01/01/2020	\$43.02	\$8.10	\$19.55	\$0.00	\$70.67
	07/01/2020	\$44.12	\$8.10	\$19.55	\$0.00	\$71.77
	01/01/2021	\$45.22	\$8.10	\$19.55	\$0.00	\$72.87

**Classification**

Effective Date    Base Wage    Health    Pension    Supplemental  
Unemployment    Total Rate

**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**
**Effective Date - 01/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.31	\$8.10	\$0.00	\$0.00	\$27.41
2	55	\$21.24	\$8.10	\$5.06	\$0.00	\$34.40
3	60	\$23.17	\$8.10	\$5.52	\$0.00	\$36.79
4	65	\$25.10	\$8.10	\$5.98	\$0.00	\$39.18
5	70	\$27.03	\$8.10	\$16.79	\$0.00	\$51.92
6	75	\$28.97	\$8.10	\$17.25	\$0.00	\$54.32
7	80	\$30.90	\$8.10	\$17.71	\$0.00	\$56.71
8	90	\$34.76	\$8.10	\$18.63	\$0.00	\$61.49

**Effective Date - 07/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.86	\$8.10	\$0.00	\$0.00	\$27.96
2	55	\$21.85	\$8.10	\$5.06	\$0.00	\$35.01
3	60	\$23.83	\$8.10	\$5.52	\$0.00	\$37.45
4	65	\$25.82	\$8.10	\$5.98	\$0.00	\$39.90
5	70	\$27.80	\$8.10	\$16.79	\$0.00	\$52.69
6	75	\$29.79	\$8.10	\$17.25	\$0.00	\$55.14
7	80	\$31.78	\$8.10	\$17.71	\$0.00	\$57.59
8	90	\$35.75	\$8.10	\$18.63	\$0.00	\$62.48

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (TRAFFIC MARKINGS)	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
LABORERS - ZONE 1	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2018	\$39.16	\$8.10	\$19.55	\$0.00	\$66.81
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$40.26	\$8.10	\$19.55	\$0.00	\$67.91
	01/01/2019	\$41.36	\$8.10	\$19.55	\$0.00	\$69.01
	07/01/2019	\$42.46	\$8.10	\$19.55	\$0.00	\$70.11
	01/01/2020	\$43.56	\$8.10	\$19.55	\$0.00	\$71.21
	07/01/2020	\$44.66	\$8.10	\$19.55	\$0.00	\$72.31
	01/01/2021	\$45.76	\$8.10	\$19.55	\$0.00	\$73.41

**Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW****Effective Date - 01/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.58	\$8.10	\$0.00	\$0.00	\$27.68
2	55	\$21.54	\$8.10	\$5.06	\$0.00	\$34.70
3	60	\$23.50	\$8.10	\$5.52	\$0.00	\$37.12
4	65	\$25.45	\$8.10	\$5.98	\$0.00	\$39.53
5	70	\$27.41	\$8.10	\$16.79	\$0.00	\$52.30
6	75	\$29.37	\$8.10	\$17.25	\$0.00	\$54.72
7	80	\$31.33	\$8.10	\$17.71	\$0.00	\$57.14
8	90	\$35.24	\$8.10	\$18.63	\$0.00	\$61.97

**Effective Date - 07/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.13	\$8.10	\$0.00	\$0.00	\$28.23
2	55	\$22.14	\$8.10	\$5.06	\$0.00	\$35.30
3	60	\$24.16	\$8.10	\$5.52	\$0.00	\$37.78
4	65	\$26.17	\$8.10	\$5.98	\$0.00	\$40.25
5	70	\$28.18	\$8.10	\$16.79	\$0.00	\$53.07
6	75	\$30.20	\$8.10	\$17.25	\$0.00	\$55.55
7	80	\$32.21	\$8.10	\$17.71	\$0.00	\$58.02
8	90	\$36.23	\$8.10	\$18.63	\$0.00	\$62.96

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

01/01/2018	\$37.22	\$8.10	\$19.55	\$0.00	\$64.87
07/01/2018	\$38.32	\$8.10	\$19.55	\$0.00	\$65.97
01/01/2019	\$39.42	\$8.10	\$19.55	\$0.00	\$67.07
07/01/2019	\$40.52	\$8.10	\$19.55	\$0.00	\$68.17
01/01/2020	\$41.62	\$8.10	\$19.55	\$0.00	\$69.27
07/01/2020	\$42.72	\$8.10	\$19.55	\$0.00	\$70.37
01/01/2021	\$43.82	\$8.10	\$19.55	\$0.00	\$71.47

**Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT****Effective Date -** 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.61	\$8.10	\$0.00	\$0.00	\$26.71
2	55	\$20.47	\$8.10	\$5.06	\$0.00	\$33.63
3	60	\$22.33	\$8.10	\$5.52	\$0.00	\$35.95
4	65	\$24.19	\$8.10	\$5.98	\$0.00	\$38.27
5	70	\$26.05	\$8.10	\$16.79	\$0.00	\$50.94
6	75	\$27.92	\$8.10	\$17.25	\$0.00	\$53.27
7	80	\$29.78	\$8.10	\$17.71	\$0.00	\$55.59
8	90	\$33.50	\$8.10	\$18.63	\$0.00	\$60.23

**Effective Date -** 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.16	\$8.10	\$0.00	\$0.00	\$27.26
2	55	\$21.08	\$8.10	\$5.06	\$0.00	\$34.24
3	60	\$22.99	\$8.10	\$5.52	\$0.00	\$36.61
4	65	\$24.91	\$8.10	\$5.98	\$0.00	\$38.99
5	70	\$26.82	\$8.10	\$16.79	\$0.00	\$51.71
6	75	\$28.74	\$8.10	\$17.25	\$0.00	\$54.09
7	80	\$30.66	\$8.10	\$17.71	\$0.00	\$56.47
8	90	\$34.49	\$8.10	\$18.63	\$0.00	\$61.22

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99



**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - PILE DRIVER - Local 56 Zone 1**
**Effective Date - 08/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.14	\$9.90	\$21.15	\$0.00	\$53.19
2	60	\$26.56	\$9.90	\$21.15	\$0.00	\$57.61
3	70	\$30.99	\$9.90	\$21.15	\$0.00	\$62.04
4	75	\$33.20	\$9.90	\$21.15	\$0.00	\$64.25
5	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
6	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
7	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89
8	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89

**Effective Date - 08/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.29	\$9.90	\$21.15	\$0.00	\$54.34
2	60	\$27.94	\$9.90	\$21.15	\$0.00	\$58.99
3	70	\$32.60	\$9.90	\$21.15	\$0.00	\$63.65
4	75	\$34.93	\$9.90	\$21.15	\$0.00	\$65.98
5	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
6	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
7	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96
8	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96

**Notes:**
**Apprentice to Journeyworker Ratio:1:5**
**PIPEFITTER & STEAMFITTER**
**PIPEFITTERS LOCAL 537**
**03/01/2017**
**\$51.19**
**\$9.70**
**\$18.14**
**\$0.00**
**\$79.03**
**Apprentice - PIPEFITTER - Local 537**
**Effective Date - 03/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.48	\$9.70	\$7.50	\$0.00	\$37.68
2	45	\$23.04	\$9.70	\$18.14	\$0.00	\$50.88
3	60	\$30.71	\$9.70	\$18.14	\$0.00	\$58.55
4	70	\$35.83	\$9.70	\$18.14	\$0.00	\$63.67
5	80	\$40.95	\$9.70	\$18.14	\$0.00	\$68.79

**Notes:**
**\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.**
**Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)**
**Apprentice to Journeyworker Ratio:\*\***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS <i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	\$0.00	\$89.52
	03/01/2021	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02

#### Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.14	\$11.57	\$5.72	\$0.00	\$36.43
2	40	\$21.88	\$11.57	\$6.49	\$0.00	\$39.94
3	55	\$30.08	\$11.57	\$8.81	\$0.00	\$50.46
4	65	\$35.55	\$11.57	\$10.36	\$0.00	\$57.48
5	75	\$41.02	\$11.57	\$11.90	\$0.00	\$64.49

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.67	\$11.57	\$5.72	\$0.00	\$36.96
2	40	\$22.48	\$11.57	\$6.49	\$0.00	\$40.54
3	55	\$30.90	\$11.57	\$8.82	\$0.00	\$51.29
4	65	\$36.52	\$11.57	\$10.36	\$0.00	\$58.45
5	75	\$42.14	\$11.57	\$11.90	\$0.00	\$65.61

#### Notes:

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$61.00, Step5 with lic\$67.99

Apprentice to Journeyworker Ratio:\*\*

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.50	\$7.70	\$14.75	\$0.00	\$60.95
	06/01/2018	\$39.45	\$7.70	\$14.75	\$0.00	\$61.90
	12/01/2018	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	06/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	12/01/2019	\$42.40	\$7.70	\$14.75	\$0.00	\$64.85
	06/01/2020	\$43.39	\$7.70	\$14.75	\$0.00	\$65.84
	12/01/2020	\$44.37	\$7.70	\$14.75	\$0.00	\$66.82
	06/01/2021	\$45.39	\$7.70	\$14.75	\$0.00	\$67.84
	12/01/2021	\$46.40	\$7.70	\$14.75	\$0.00	\$68.85
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2018	\$42.36	\$11.35	\$14.80	\$0.00	\$68.51
	08/01/2018	\$43.46	\$11.35	\$14.80	\$0.00	\$69.61
	02/01/2019	\$44.61	\$11.35	\$14.80	\$0.00	\$70.76

**Apprentice - ROOFER - Local 33**

**Effective Date -** 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$11.35	\$3.44	\$0.00	\$35.97
2	60	\$25.42	\$11.35	\$14.80	\$0.00	\$51.57
3	65	\$27.53	\$11.35	\$14.80	\$0.00	\$53.68
4	75	\$31.77	\$11.35	\$14.80	\$0.00	\$57.92
5	85	\$36.01	\$11.35	\$14.80	\$0.00	\$62.16

**Effective Date -** 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.73	\$11.35	\$3.44	\$0.00	\$36.52
2	60	\$26.08	\$11.35	\$14.80	\$0.00	\$52.23
3	65	\$28.25	\$11.35	\$14.80	\$0.00	\$54.40
4	75	\$32.60	\$11.35	\$14.80	\$0.00	\$58.75
5	85	\$36.94	\$11.35	\$14.80	\$0.00	\$63.09

**Notes:** \*\* 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1  
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.  
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

**Apprentice to Journeyworker Ratio:\*\***

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2018	\$42.61	\$11.35	\$14.80	\$0.00	\$68.76
	08/01/2018	\$43.71	\$11.35	\$14.80	\$0.00	\$69.86
	02/01/2019	\$44.86	\$11.35	\$14.80	\$0.00	\$71.01
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - SHEET METAL WORKER - Local 17-A**
**Effective Date - 02/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
2	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
3	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
4	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
5	50	\$22.06	\$12.20	\$11.80	\$1.38	\$47.44
6	50	\$22.06	\$12.20	\$12.05	\$1.39	\$47.70
7	60	\$26.47	\$12.20	\$13.70	\$1.57	\$53.94
8	65	\$28.67	\$12.20	\$14.65	\$1.67	\$57.19
9	75	\$33.08	\$12.20	\$16.56	\$1.86	\$63.70
10	85	\$37.49	\$12.20	\$17.96	\$2.03	\$69.68

**Notes:**

Steps are 6 mos.

**Apprentice to Journeyworker Ratio:1:4**

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 2

06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

**Apprentice - SIGN ERECTOR - Local 35 Zone 2**
**Effective Date - 06/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

**Notes:**

Steps are 4 mos.

**Apprentice to Journeyworker Ratio:1:1**

SPECIALIZED EARTH MOVING EQUIP &lt; 35 TONS

TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

12/01/2016

\$33.54

\$10.91

\$10.89

\$0.00

\$55.34

SPECIALIZED EARTH MOVING EQUIP &gt; 35 TONS

TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

12/01/2016

\$33.83

\$10.91

\$10.89

\$0.00

\$55.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	03/01/2018	\$57.78	\$9.12	\$18.15	\$0.00	\$85.05
<i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2018	\$59.28	\$9.12	\$18.15	\$0.00	\$86.55
	01/01/2019	\$59.28	\$9.47	\$18.35	\$0.00	\$87.10
	03/01/2019	\$60.78	\$9.47	\$18.35	\$0.00	\$88.60
	10/01/2019	\$62.28	\$9.47	\$18.35	\$0.00	\$90.10
	03/01/2020	\$63.78	\$9.47	\$18.35	\$0.00	\$91.60
	10/01/2020	\$65.28	\$9.47	\$18.35	\$0.00	\$93.10
	03/01/2021	\$66.78	\$9.47	\$18.35	\$0.00	\$94.60

**Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1**

**Effective Date -** 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.22	\$9.12	\$8.90	\$0.00	\$38.24
2	40	\$23.11	\$9.12	\$8.90	\$0.00	\$41.13
3	45	\$26.00	\$9.12	\$8.90	\$0.00	\$44.02
4	50	\$28.89	\$9.12	\$8.90	\$0.00	\$46.91
5	55	\$31.78	\$9.12	\$8.90	\$0.00	\$49.80
6	60	\$34.67	\$9.12	\$10.40	\$0.00	\$54.19
7	65	\$37.56	\$9.12	\$10.40	\$0.00	\$57.08
8	70	\$40.45	\$9.12	\$10.40	\$0.00	\$59.97
9	75	\$43.34	\$9.12	\$10.40	\$0.00	\$62.86
10	80	\$46.22	\$9.12	\$10.40	\$0.00	\$65.74

**Effective Date -** 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.75	\$9.12	\$8.90	\$0.00	\$38.77
2	40	\$23.71	\$9.12	\$8.90	\$0.00	\$41.73
3	45	\$26.68	\$9.12	\$8.90	\$0.00	\$44.70
4	50	\$29.64	\$9.12	\$8.90	\$0.00	\$47.66
5	55	\$32.60	\$9.12	\$8.90	\$0.00	\$50.62
6	60	\$35.57	\$9.12	\$10.40	\$0.00	\$55.09
7	65	\$38.53	\$9.12	\$10.40	\$0.00	\$58.05
8	70	\$41.50	\$9.12	\$10.40	\$0.00	\$61.02
9	75	\$44.46	\$9.12	\$10.40	\$0.00	\$63.98
10	80	\$47.42	\$9.12	\$10.40	\$0.00	\$66.94

**Notes:** Apprentice entered prior 9/30/10;  
40/45/50/55/60/65/70/75/80/85  
Steps are 850 hours

**Apprentice to Journeyworker Ratio:1:3**

STEAM BOILER OPERATOR	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
<i>OPERATING ENGINEERS LOCAL 4</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
<i>OPERATING ENGINEERS LOCAL 4</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
<i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103**

**Effective Date -** 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
2	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
3	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
4	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
5	50	\$18.81	\$13.00	\$13.03	\$0.00	\$44.84
6	55	\$20.69	\$13.00	\$13.32	\$0.00	\$47.01
7	60	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
8	65	\$24.45	\$13.00	\$13.90	\$0.00	\$51.35
9	70	\$26.33	\$13.00	\$14.19	\$0.00	\$53.52
10	75	\$28.21	\$13.00	\$14.48	\$0.00	\$55.69

**Effective Date -** 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
2	40	\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
3	45	\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
4	45	\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
5	50	\$19.26	\$13.00	\$13.05	\$0.00	\$45.31
6	55	\$21.18	\$13.00	\$13.34	\$0.00	\$47.52
7	60	\$23.11	\$13.00	\$13.62	\$0.00	\$49.73
8	65	\$25.03	\$13.00	\$13.92	\$0.00	\$51.95
9	70	\$26.96	\$13.00	\$14.21	\$0.00	\$54.17
10	75	\$28.88	\$13.00	\$14.50	\$0.00	\$56.38

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

TERRAZZO FINISHERS	02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
<i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.26
	02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.90
	08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.39
	02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.03
	08/01/2020	\$56.33	\$10.75	\$20.45	\$0.00	\$87.53
	02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.17
	08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.73
	02/01/2022	\$58.96	\$10.75	\$20.61	\$0.00	\$90.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**

**Effective Date -** 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28
2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38
3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48
4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58
5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$38.85	\$7.70	\$14.95	\$0.00	\$61.50
	06/01/2018	\$39.80	\$7.70	\$14.95	\$0.00	\$62.45
	12/01/2018	\$40.75	\$7.70	\$14.95	\$0.00	\$63.40
	06/01/2019	\$41.75	\$7.70	\$14.95	\$0.00	\$64.40
	12/01/2019	\$42.75	\$7.70	\$14.95	\$0.00	\$65.40
	06/01/2020	\$43.74	\$7.70	\$14.95	\$0.00	\$66.39
	12/01/2020	\$44.72	\$7.70	\$14.95	\$0.00	\$67.37
	06/01/2021	\$45.74	\$7.70	\$14.95	\$0.00	\$68.39
	12/01/2021	\$46.75	\$7.70	\$14.95	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.57	\$7.70	\$14.95	\$0.00	\$60.22
	06/01/2018	\$38.52	\$7.70	\$14.95	\$0.00	\$61.17
	12/01/2018	\$39.47	\$7.70	\$14.95	\$0.00	\$62.12
	06/01/2019	\$40.47	\$7.70	\$14.95	\$0.00	\$63.12
	12/01/2019	\$41.47	\$7.70	\$14.95	\$0.00	\$64.12
	06/01/2020	\$42.46	\$7.70	\$14.95	\$0.00	\$65.11
	12/01/2020	\$43.44	\$7.70	\$14.95	\$0.00	\$66.09
	06/01/2021	\$44.46	\$7.70	\$14.95	\$0.00	\$67.11
	12/01/2021	\$45.47	\$7.70	\$14.95	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$49.73	\$7.70	\$15.35	\$0.00	\$72.78
	06/01/2018	\$50.68	\$7.70	\$15.35	\$0.00	\$73.73
	12/01/2018	\$51.63	\$7.70	\$15.35	\$0.00	\$74.68
	06/01/2019	\$52.63	\$7.70	\$15.35	\$0.00	\$75.68
	12/01/2019	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2020	\$54.62	\$7.70	\$15.35	\$0.00	\$77.67
	12/01/2020	\$55.60	\$7.70	\$15.35	\$0.00	\$78.65
	06/01/2021	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2021	\$57.63	\$7.70	\$15.35	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$51.73	\$7.70	\$15.35	\$0.00	\$74.78
	06/01/2018	\$52.68	\$7.70	\$15.35	\$0.00	\$75.73
	12/01/2018	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2019	\$54.63	\$7.70	\$15.35	\$0.00	\$77.68
	12/01/2019	\$55.63	\$7.70	\$15.35	\$0.00	\$78.68
	06/01/2020	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2020	\$57.60	\$7.70	\$15.35	\$0.00	\$80.65
	06/01/2021	\$58.62	\$7.70	\$15.35	\$0.00	\$81.67
	12/01/2021	\$59.63	\$7.70	\$15.35	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2017	\$41.80	\$7.70	\$15.35	\$0.00	\$64.85
	06/01/2018	\$42.75	\$7.70	\$15.35	\$0.00	\$65.80
	12/01/2018	\$43.70	\$7.70	\$15.35	\$0.00	\$66.75
	06/01/2019	\$44.70	\$7.70	\$15.35	\$0.00	\$67.75
	12/01/2019	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2020	\$46.69	\$7.70	\$15.35	\$0.00	\$69.74
	12/01/2020	\$47.67	\$7.70	\$15.35	\$0.00	\$70.72
	06/01/2021	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2021	\$49.70	\$7.70	\$15.35	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2017	\$43.80	\$7.70	\$15.35	\$0.00	\$66.85
	06/01/2018	\$44.75	\$7.70	\$15.35	\$0.00	\$67.80
	12/01/2018	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2019	\$46.70	\$7.70	\$15.35	\$0.00	\$69.75
	12/01/2019	\$47.70	\$7.70	\$15.35	\$0.00	\$70.75
	06/01/2020	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2020	\$49.67	\$7.70	\$15.35	\$0.00	\$72.72
	06/01/2021	\$50.69	\$7.70	\$15.35	\$0.00	\$73.74
	12/01/2021	\$51.70	\$7.70	\$15.35	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	\$0.00	\$89.52
	03/01/2021	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

\*\* Multiple ratios are listed in the comment field.

\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.